

**A PRELIMINARY STUDY ON FACTORS AFFECTING KNOWLEDGE
MANAGEMENT PRACTICING IN PUBLIC SECTOR IN LIBYA**

KHAIRI KHALIFA GHASHOUT

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**A Preliminary Study on Factors Affecting Knowledge Management
Practicing in Public Sector in Libya.**

**A thesis submitted to the College of Business in partial fulfillment of the requirements
of the degree Masters of Science Management
Universiti Utara Malaysia**

By

Khairi Khalifa Ghashout

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DECLARATION

I certify that the substance of this thesis has not already been submitted for any degree and is not currently being submitted for and other degree or qualification.

I certify that any help received in preparing this thesis and all sources used have been acknowledged through this thesis.

Khairi Khalifa Ghashout

807936

Faculty of Science Management

Universiti Utara Malaysia

06010 Sintok

Kedah Darul Aman

February, 2010

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ABSTRACT

Relatively little study has been performed on knowledge management and knowledge transfer in the public sector in Libya. This project paper investigates the relationship between organizational elements and the performance of knowledge transfer. Five main independent variables were identified – organizational culture, organizational structure, technology, and people/human resources. These variables were tested against creation of knowledge assets and knowledge transfer performance. Tacit and explicit knowledge were also tested against knowledge transfer performance. To achieve an in-depth empirical study, the telecommunication industry of Libya was chosen for a case study. The findings are based on replies to a questionnaire survey done from September 2010 to January 2011. The results reveal that there are significant relationships between some of the variables and either the creation of knowledge assets or the performance of knowledge transfer. Therefore, it is necessary for organizations to consider some of the elements that show a relationship between the tested variables in implementing a knowledge management strategy in an organization. However, certain variables that did not show any relationship should not be ignored totally, as they are still very important for some organizations.

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